

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2016 – September 21, 2017.

1) Employment Unit: KFFX-TV

2) Unit Members (Stations and Communities of License): KFFX-TV/ Pendleton, OR

3) EEO Contact Information for Employment Unit:

Mailing Address: KFFX FOX 11 2509 W Falls Ave Kennewick WA 99336	Telephone Number: 509-448-2828
	Contact Person/Title: Denis Bondarev /Assistant Business Manager
	E-mail Address: Denis.bondarev@kayutv.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Craigslist
2. Account Executive	Craigslist
3. Account Executive	Internal/ exigent circumstance
4. Local Sales Assistant	Previous employee/ exigent circumstance
5. Promotions Coordinator	Indeed

Job Title: Account Executive**Referral Source of Hire: Craigslist**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewee s Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center	Ken Russell	kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Craig's List		Craigslist.com		4	No
Tri-Cities Hispanic Chamber of Commerce		tchcoc@hotmail.com 600 N 20th Ave, Ste D Pasco, WA 99301	509.542.0933		No
Walla Walla Community College		personnel@wwcc.edu Human Resources 500 Tausick Way Walla Walla, WA 99362	509.527.4323		No
Whitman College Career Center	Susan Buchanan	postjobs@whitman.edu 280 Boyer Ave. Reid C.C., RM 219 Walla Walla, WA 99362	509.527.5183		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No

Job Title: Account Executive

Referral Source of Hire: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewee s Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center	Ken Russell	kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Craig's List		Craigslist.com		4	No
Whitman College Career Center	Susan Buchanan	postjobs@whitman.edu 280 Boyer Ave. Reid C.C., RM 219 Walla Walla, WA 99362	509.527.5183		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No

Job Title: Account Executive

Referral Source of Hire: Internal / Exigent Circumstances

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewee s Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth/Referral	N/A	N/A	N/A	1	No

Job Title: Local Sales Assistant Referral Source of Hire: Previous Employee/Exigent Circumstances

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewee s Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth/Referral	N/A	N/A	N/A	1	No
Word of Mouth/Referral	Previous Employee	N/A	N/A	<u>1</u>	No

Job Title: Promotions Coordinator

Referral Source of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewee s Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		Indeed.com		22	No
KAYU/KCYU/KFFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricies.com			No
Tri-Cities Hispanic Chamber of Commerce		tchcoc@hotmail.com 600 N 20th Ave, Ste D Pasco, WA 99301	509.542.0933		No
Craigslist		Craigslist.com			No
Word of Mouth/Referral	N/A	N/A	N/A	2	No
Work Source		Worksource.com			No

6) Total # of Interviewees Referred: For the period from September 22, 2016 to September 21, 2017, this Employment Unit interviewed 35 interviewees for 5 full-time job vacancies.

7) Supplemental Recruitment Initiatives

a) Initiative: Participation in scholarship programs.

- Part of this employment unit's membership dues to the Washington State Association of Broadcasters goes towards scholarships granted to student studying broadcasting.

b) Initiative: Participation in Career Fair

- On February 23rd, this employment unit sent the Promotions manager (KAYU, KCYU, KFFX) and the Social media coordinator to Pasadena Elementary School. During this career fair, the children were educated on how broadcast television works, as well as the different departments that could be found in a television station.

c) Initiative: Participation on various educational boards

- This Employment Unit's Station Manager represents the broadcast industry on the Yakima School District's Teacher and Advisory Committee and has been for the last five years. This committee works with the CTE (Career & Technical Education) Programs in the middle, junior and high schools.

d) Initiative: Listing full time positions in various job banks

- This Employment Unit takes very seriously its outreach to women and minorities, and because of this, each full-time position opening is widely distributed to regional and/or national career organizations as they apply to the position.

e) Initiative: Other outreach activities

- This employment unit donated commercial spots to organizations such as Junior Achievement and Arc of the Tri-Cities throughout the year. They also volunteered at events and fund raisers that were held by these organizations.